

EXHIBIT 4

1 JENNIFER JEHN

2 UNITED STATES DISTRICT COURT

3 SOUTHERN DISTRICT OF NEW YORK

-----X

4 SANDRA GUZMAN,

Plaintiff,

5 -against- 09CIV9323 (BSJ) (RLE)

6 NEWS CORPORATION, NYP HOLDINGS, INC., d/b/a

7 THE NEW YORK POST, and COL ALLAN, in his

8 official and individual capacities,

Defendants.

9 -----X

10 AUSTIN FENNER and IKIMULISA LIVINGSTON,

11

Plaintiffs,

12

-against- 09CIV9832 (BSJ) (RLE)

13

NEWS CORPORATION, NYP HOLDINGS, INC., d/b/a

14

THE NEW YORK POST and DAN GREENFIELD and

15

MICHELLE GOTTHELF,

Defendants.

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17

18 VIDEOTAPED DEPOSITION OF JENNIFER JEHN

19

New York, New York

20

Tuesday, June 26, 2012

21

22 REPORTED BY: BARBARA R. ZELTMAN

(BOBBIE)

23

Professional Stenographic Reporter

24

25 Job Number: 51052

Page 14

1 JENNIFER JEHN
 2 Q How long have you worked for Dow
 3 Jones?
 4 A Over two years.
 5 Q What's your current position with
 6 them?
 7 A I'm the head of circulation.
 8 Q What does it mean being head of
 9 circulation; in other words, what are your
 10 job duties as head of circulation?
 11 A I'm responsible for acquisition and
 12 retention and marketing to acquire
 13 subscriptions to The Wall Street Journal and
 14 all of the products of The Wall Street
 15 Journal.
 16 Q And prior to two years ago, that
 17 is, prior to coming to The Wall Street
 18 Journal, what was your employer -- who was
 19 your employer?
 20 MR. LERNER: Objection.
 21 A The New York Post.
 22 Q And what was your last position at
 23 The New York Post?
 24 A I was the Senior Vice President of
 25 Marketing, Digital Media and Human

Page 16

1 JENNIFER JEHN
 2 Resources reporting to me.
 3 Q Was there anyone in the Human
 4 Resources Department at The Post that was
 5 senior to you?
 6 A No.
 7 Q So you were the highest-ranking
 8 human resources executive at The Post?
 9 A Yes.
 10 Q And as senior vice president of
 11 Human Resources, who did you report to?
 12 A Paul Carlucci.
 13 Q And who is Paul Carlucci?
 14 A Paul Carlucci is the publisher of
 15 the New York Post.
 16 Q Do you know who Paul Carlucci works
 17 for?
 18 MR. LERNER: Objection.
 19 A I do not.
 20 Q Have you ever been an employee of
 21 News Corporation?
 22 A No.
 23 Q Who hired you -- actually, other
 24 than being senior vice president of
 25 Marketing and Human Resources, did you have

Page 15

1 JENNIFER JEHN
 2 Resources.
 3 Q Senior Vice President of Marketing
 4 and Human Resources.
 5 Is that one job title or did you
 6 actually have two job titles?
 7 MR. LERNER: Objection.
 8 Go ahead.
 9 A I was Senior Vice President of
 10 Marketing, Digital Media and Human
 11 Resources.
 12 Q Okay. So that was just one job
 13 title?
 14 A Yes.
 15 Q And how long were you senior vice
 16 president of Marketing and Human Resources?
 17 MR. LERNER: Objection.
 18 Q For the New York Post?
 19 A Over five years.
 20 Q So as senior vice president of
 21 Human Resources, did you basically run the
 22 Human Resources Department?
 23 MR. LERNER: Objection.
 24 You can answer.
 25 A I was responsible for Human

Page 17

1 JENNIFER JEHN
 2 any other positions at The New York Post?
 3 A No.
 4 Q So you said you were senior vice
 5 president for about five years. That was
 6 the entire time that you were at The New
 7 York Post; is that correct?
 8 A Yes.
 9 Q And who hired you to work for The
 10 New York Post?
 11 A Paul Carlucci.
 12 Q And you were never promoted during
 13 your time at The Post; you were just at the
 14 same position?
 15 MR. LERNER: Objection.
 16 Do you understand the question?
 17 THE WITNESS: I don't
 18 understand the question.
 19 Q Your job title -- was your job
 20 title the same the entire five years you
 21 worked for The New York Post?
 22 A Yes.
 23 Q So would it be fair to say you were
 24 never promoted? You came in at a position
 25 and you left at the same position, correct?

Page 34

1 JENNIFER JEHN
 2 MR. LERNER: Objection.
 3 A I don't know.
 4 Q Did she work for News America?
 5 MR. LERNER: Objection.
 6 A I don't know.
 7 Q Does Jordan Lippner work for News
 8 America?
 9 A I don't know.
 10 Q Has Jordan Lippner ever told you
 11 who he works for?
 12 MR. LERNER: Objection.
 13 Don't answer that.
 14 (Directive to witness.)
 15 MR. LERNER: It's privileged.
 16 MR. CLARK: Who Jordan Lippner
 17 works for is privileged?
 18 Could you explain that one?
 19 MR. THOMPSON: Let's take a
 20 moment. Let's call the Court.
 21 MR. CLARK: Can we go off the
 22 record.
 23 THE VIDEOGRAPHER: The time is
 24 10:50 a.m. Going off the record.
 25 (A brief recess was

Page 36

1 JENNIFER JEHN
 2 a number of jobs in HR; is that correct?
 3 A I worked in HR.
 4 Q What was the first job you had in
 5 HR?
 6 A I worked in HR for News America
 7 FSI.
 8 Q And that's News America
 9 Freestanding Inserts?
 10 A Yes.
 11 Q What year did you begin working for
 12 News America FSI?
 13 A I don't remember the exact date.
 14 Q Do you know the year?
 15 A Around 1994 or '5.
 16 Q Is News America FSI a subsidiary of
 17 News Corporation?
 18 A I don't know.
 19 Q What was your title at News America
 20 FSI?
 21 A I don't remember.
 22 Q Can you describe any training you
 23 received while conducting an investigation
 24 into an allegation of employment
 25 discrimination while you were at News

Page 35

1 JENNIFER JEHN
 2 taken.)
 3 THE VIDEOGRAPHER: The time is
 4 11:00 a.m. We're back on the record.
 5 MR. LERNER: The witness is
 6 going to answer the same question
 7 about Mr. Lippner.
 8 MR. CLARK: Could you read back
 9 the last question, please.
 10 (Requested portion of record read:
 11 "Q. Has Jordan Lippner ever told
 12 you who he works for?")
 13 (End of read-back.)
 14 A No.
 15 Q Has Jan Constantine ever told you
 16 who she worked for in 2009?
 17 MR. LERNER: Objection.
 18 A No.
 19 Q And there were no other lawyers
 20 that assisted you in learning how to conduct
 21 an investigation into an allegation of
 22 employment discrimination?
 23 MR. LERNER: Objection.
 24 A I don't recall any others.
 25 Q You mentioned earlier that you had

Page 37

1 JENNIFER JEHN
 2 America FSI?
 3 MR. LERNER: Objection.
 4 A I received training and support and
 5 guidance from our lawyers and employment
 6 lawyers.
 7 Q Can you describe what that training
 8 consisted of?
 9 MR. LERNER: Objection.
 10 A I don't recall.
 11 Q Do you recall the names of any of
 12 these employment lawyers that helped train
 13 you at News America FSI?
 14 A The lawyer would be Jan
 15 Constantine.
 16 Q Earlier when you spoke about Jan
 17 Constantine, were you referring to training
 18 you received when you were at News America
 19 FSI?
 20 MR. LERNER: Objection.
 21 A Could you repeat that question?
 22 Q Did Jan Constantine provide you
 23 training when you were anyplace other than
 24 during your position at News America FSI?
 25 MR. LERNER: Objection.

Page 38

1 JENNIFER JEHN
 2 A I still don't understand what you
 3 are asking me.
 4 Q Did Jan Constantine help to train
 5 you when you were an employee of The New
 6 York Post regarding the conducting of an
 7 investigation of employment discrimination?
 8 A Could you repeat it again?
 9 Q Did Jan Constantine help to train
 10 you in any HR matters when you worked for
 11 The New York Post?
 12 A I don't remember.
 13 Q So Ms. Constantine may have trained
 14 you both at The New York Post and at News
 15 America FSI?
 16 MR. LERNER: Objection.
 17 A I don't recall.
 18 Q Were there any other attorneys who
 19 helped train you in HR matters when you were
 20 at News America FSI?
 21 A I don't recall.
 22 Q Was there anyone else who helped to
 23 train you in HR when you were at News
 24 America FSI?
 25 MR. LERNER: Objection.

Page 40

1 JENNIFER JEHN
 2 A Yes.
 3 Q So after you left News America FSI,
 4 what was the next HR job you had after that?
 5 A I had HR responsibilities at
 6 TV Guide.
 7 Q What is the name of the corporation
 8 that owns TV Guide?
 9 A I don't know.
 10 Q Are they a subsidiary of News
 11 Corporation?
 12 A I do not know.
 13 Q What was your job title at
 14 TV Guide?
 15 A I don't recall.
 16 Q Describe any training you received
 17 when you were at TV Guide regarding how to
 18 conduct an investigation into an allegation
 19 of employment discrimination.
 20 MR. LERNER: Objection.
 21 You can answer.
 22 A I had training and advice and
 23 support from employment lawyers and legal
 24 counsel.
 25 Q What were the names of the lawyers

Page 39

1 JENNIFER JEHN
 2 A I don't recall.
 3 Q Do you recall any other training
 4 that you received in how to conduct an
 5 investigation into an allegation of
 6 employment discrimination when you were at
 7 News America FSI?
 8 MR. LERNER: Objection.
 9 A I don't recall.
 10 Q How long were you at News America
 11 FSI?
 12 A Could you repeat that question?
 13 Q How long were you employed by News
 14 America FSI?
 15 A I don't remember the specific
 16 number of years. Around five.
 17 Q And did you have any HR positions
 18 other than your position at News America FSI
 19 and The New York Post?
 20 A Yes.
 21 Q What was the next HR position you
 22 had after News America FSI.
 23 Strike that last question.
 24 News America FSI was the first HR
 25 job you ever had, correct?

Page 41

1 JENNIFER JEHN
 2 who gave you this training at TV Guide?
 3 A I don't remember.
 4 Q Was Linda Babajko one of them?
 5 I'm sorry. Strike that.
 6 Was Jan Constantine one of them?
 7 A Yes.
 8 Q Did Jan Constantine work for
 9 TV Guide during the time that you worked for
 10 TV Guide?
 11 A No.
 12 Q So why was Jan Constantine giving
 13 you advice about how to conduct an
 14 investigation into employment discrimination
 15 when you were an employee of TV Guide?
 16 MR. LERNER: Objection.
 17 A Jan Constantine was a lawyer in
 18 employment who was a resource available to
 19 me.
 20 Q Why was Jan Constantine a resource
 21 available to you as an employee of TV Guide?
 22 MR. LERNER: Objection.
 23 A She was a resource available to me.
 24 Q Wasn't she available to you because
 25 TV Guide is a subsidiary of NewsCorp. and

Page 42

1 JENNIFER JEHN
 2 Jan Constantine works for NewsCorp.?
 3 MR. LERNER: Objection.
 4 A You need to repeat that question.
 5 Please, will you repeat that.
 6 MR. CLARK: Read it back.
 7 (Requested portion of record read:
 8 Q. Wasn't she available to you
 9 because TV Guide is a subsidiary of
 10 NewsCorp. and Jan Constantine works for
 11 NewsCorp.?)
 12 (End of read-back.)
 13 MR. LERNER: Objection.
 14 A No.
 15 Q What's the basis for you saying no?
 16 MR. LERNER: Objection.
 17 A I don't know who Jan Constantine
 18 works for.
 19 Q So how can you possibly say she's
 20 not an employee of NewsCorp.?
 21 MR. LERNER: Objection.
 22 A I don't know who Jan Constantine
 23 worked for.
 24 Q Isn't it true that when you worked
 25 for News America FSI, Jan Constantine was a

Page 44

1 JENNIFER JEHN
 2 Q So you don't recall if any of those
 3 jobs involved HR?
 4 A I don't recall.
 5 Q Who did you work for directly after
 6 you left TV Guide?
 7 A News America Marketing.
 8 Q Is News America Marketing a
 9 subsidiary of NewsCorp.?
 10 MR. LERNER: Objection.
 11 A I don't know.
 12 Q Did you work for anyone between
 13 News America Marketing and The New York
 14 Post?
 15 A Yes.
 16 Q Who did you work for directly after
 17 News America Marketing?
 18 A Liquidmetal Technologies.
 19 Q Where are they located?
 20 A At the time, Tampa Florida.
 21 Q And did your job with Liquidmetal
 22 involve human resources?
 23 A No.
 24 Q Did you work for anyone else
 25 between Liquidmetal and The New York Post?

Page 43

1 JENNIFER JEHN
 2 resource available to you because News
 3 America FSI is a subsidiary of NewsCorp. and
 4 Jan Constantine works for NewsCorp.?
 5 MR. LERNER: Objection.
 6 A That's not true.
 7 Q What's your basis for saying it's
 8 not true?
 9 A I don't know who Jan Constantine
 10 works for.
 11 Q So what's your basis for saying
 12 it's not true?
 13 A I don't know who Jan Constantine
 14 works for.
 15 Q After TV Guide, did you have any
 16 other HR jobs other than New York Post?
 17 A I don't recall.
 18 Q What year did you -- what was your
 19 last year that you worked for TV Guide?
 20 A I don't remember the exact year.
 21 Q You don't recall if you worked --
 22 had any employment between TV Guide and The
 23 New York Post?
 24 A I was employed between TV Guide and
 25 The New York Post, yes.

Page 45

1 JENNIFER JEHN
 2 A Yes.
 3 Q What was your next job after
 4 Liquidmetal?
 5 A Fortress Technologies.
 6 Q And did that job involve human
 7 resources?
 8 A No.
 9 Q Who did you work for directly after
 10 Fortress Technologies?
 11 A The New York Post.
 12 Q At any of your HR positions, did
 13 you ever receive training with respect to
 14 how to conduct an investigation with respect
 15 to sexual harassment in the workplace?
 16 MR. LERNER: Objection.
 17 A Could you repeat that question?
 18 MR. CLARK: Could you read it
 19 back, please.
 20 (Requested portion of record read:
 21 "Q. At any of your HR positions,
 22 did you ever receive training with
 23 respect to how to conduct an
 24 investigation with respect to sexual
 25 harassment in the workplace?")

Page 54

1 JENNIFER JEHN
 2 "Q. What other ways would be a way
 3 to retaliate against an employee other
 4 than losing their job?"
 5 (End of read-back.)
 6 A If an employee had responsibilities
 7 taken away from them because they filed a
 8 complaint against their supervisor.
 9 Q Any other ways?
 10 MR. LERNER: Objection.
 11 A I don't remember.
 12 Q When you were head of HR in 2009,
 13 were employees advised about how to file a
 14 complaint of harassment or discrimination?
 15 MR. LERNER: Objection.
 16 You can answer if you understand
 17 the question.
 18 A Employees were advised that they
 19 can make a complaint to New York Post Human
 20 Resources, they can complain to their
 21 manager, they can report it to an alert
 22 line.
 23 Q What is Alert Line?
 24 A An alert line is made available to
 25 New York Post employees that they can file a

Page 56

1 JENNIFER JEHN
 2 complain to.
 3 Q Suppose an employee of The New York
 4 Post wanted to make a complaint to Jordan
 5 Lippner? Would that be acceptable, in your
 6 experience as head of HR for The New York
 7 Post?
 8 MR. LERNER: Objection.
 9 Do you understand the question?
 10 THE WITNESS: Actually, I don't
 11 understand the question.
 12 BY MR. CLARK:
 13 Q Would it be an acceptable way to
 14 complain about employment discrimination for
 15 an employee of The New York Post to complain
 16 to Jordan Lippner?
 17 MR. LERNER: Objection.
 18 A New York Post employees can
 19 complain to HR, their manager, an alert
 20 line. That's who they can complain to.
 21 Q So your answer is no, it would
 22 not -- complaining to Jordan Lippner would
 23 not be an acceptable way in your view to
 24 make a complaint about employment
 25 discrimination as an employee of The New

Page 55

1 JENNIFER JEHN
 2 complaint or grievance.
 3 Q Who runs this alert line that New
 4 York Post employees can call to complain
 5 about a complaint?
 6 MR. LERNER: Objection.
 7 Q To complain about a grievance.
 8 A I don't know who runs it.
 9 Q Does The New York Post run it?
 10 MR. LERNER: Objection.
 11 A I don't know.
 12 Q Is there one alert line for all of
 13 the NewsCorp. subsidiaries?
 14 A I don't know.
 15 Q From what you described, are there
 16 any other ways that an employee can complain
 17 about employment discrimination?
 18 A An employee can complain to their
 19 manager, to Human Resources, anyone in Human
 20 Resources, and to the alert line.
 21 Q Could an employee of The New York
 22 Post complain to an attorney?
 23 A Employees at The New York Post can
 24 complain to HR, their manager, the alert
 25 line. That's who they know they can

Page 57

1 JENNIFER JEHN
 2 York Post?
 3 MR. LERNER: Objection.
 4 A Can you repeat the question?
 5 MR. CLARK: Could you read it
 6 back?
 7 (Requested portion of record read:
 8 "Q. So your answer is no, it would
 9 not -- complaining to Jordan Lippner
 10 would not be an acceptable way in your
 11 view to make a complaint about employment
 12 discrimination as an employee of The New
 13 York Post?"
 14 (End of read-back.)
 15 A Jordan Lippner, as a resource to
 16 Human Resources at The New York Post, a New
 17 York Post employee could make a complaint to
 18 him.
 19 Q So it would be an acceptable way to
 20 make a complaint if you were an employee of
 21 The New York Post?
 22 MR. LERNER: Objection. I
 23 think the issue is the word
 24 "acceptable."
 25 I don't know what it means but I